Pitt Worx / Oracle HCM Cloud

Dwight Helfrich
Pitt Worx - Oracle HCM Cloud

- University wide partnership - HR, Payroll, Pitt IT and Deloitte
- Final phase of 3 year project to transition payroll functions from Oracle EBS (PRISM) Oracle HCM Cloud (Pitt Worx). Oracle HCM (Human Capital Management) is a cloud-based suite of integrated applications for human resources, payroll, time and attendance and benefits.
- The new application brings a modern look, and is mobile device and user friendly
- Replaces and reduces manual, paper processes with online capabilities, including elimination of the paper based employee record
- Expands employee self service capabilities
- Live January 4
As part of the project we Completed

- Data conversion - 11 test cycles
- Completed 5 rounds of System Integration testing, 300+ End-to-End Scenarios and 900+ Standalone scenarios including integrations
- Completed 3 rounds of Payroll Reconciliation cycles, which compares payroll runs for full population between EBS PRISM and HCM Cloud to compare all Earnings, Deductions, Taxes, Gross & Net, including labor distribution and a Payroll Parallel Cycle
- Total Technical Objects 500 - Integrations, Reports, Formulas, Extensions
- 90 vendor file transfers
- Infrastructure Oracle PaaS - Customizations,
- Created and maintain 80 Application Security roles
- Manage the Labor Distribution back to the PRISM financial application.
Oracle HCM Cloud

- January payrolls complete
  - 2 biweekly
  - Monthly
  - UPP Monthly

<table>
<thead>
<tr>
<th>By Payroll</th>
<th>Number of EE's</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pitt Biweekly</td>
<td>9,508</td>
</tr>
<tr>
<td>Pitt Monthly</td>
<td>12,900</td>
</tr>
<tr>
<td>Pitt UPP2</td>
<td>1,153</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>23,561</strong></td>
</tr>
</tbody>
</table>
Oracle HCM Cloud

- Consulting partner Deloitte is ending their work here in March
- Post go live work continues
  - Oracle Quarterly Releases
  - Benefits Open Enrollment
  - Reports
- Support
  - Most questions have been around Timecards
  - Setup Zoom war room for hypercare support for the month of January